

STATE PERSONNEL BOARD CALENDAR



JUNE 19, 2007

SACRAMENTO

State of California

Memorandum

DATE: June 8, 2007

TO: ALL INTERESTED PARTIES

FROM: STATE PERSONNEL BOARD – Executive Office

SUBJECT: Notice and Agenda for the **June 19, 2007**, meeting of the State Personnel Board.

PLEASE TAKE NOTICE that on June 19, 2007, at offices of the State Personnel Board, located at 801 Capitol Mall, Room 150, Sacramento, California, the State Personnel Board will hold its regularly scheduled meeting. Pursuant to Government Code section 11123, a teleconference location may be conducted for this meeting at 320 W. 4th Street, Los Angeles, California.

The attached Agenda provides a brief description of each item to be considered and lists the date and approximate time for discussion of the item.

Also noted is whether the item will be considered in closed or public session. Closed sessions are closed to members of the public. All discussions held in public sessions are open to those interested in attending. Interested members of the public who wish to address the Board on a public session item may request the opportunity to do so.

Should you wish to obtain a copy of any of the items considered in the public sessions for the June 19, 2007, meeting, please contact staff in the Secretariat's Office, State Personnel Board, 801 Capitol Mall, MS 52, Sacramento, California 95814 or by calling (916) 653-0429 or TDD (916) 654-2360, or the Internet at:

<http://www.spb.ca.gov/calendar.htm>

Should you have any questions regarding this Notice and Agenda, please contact staff in the Secretariat's Office at the address or telephone numbers above.

A handwritten signature in black ink, appearing to read 'Karen Yu', with a stylized flourish at the end.

Karen Yu
Secretariat's Office

Attachment



CALIFORNIA STATE PERSONNEL BOARD MEETING¹

801 Capitol Mall
Sacramento, California

Public Session Location – 801 Capitol Mall
Sacramento, California, Room 150
Teleconference – 320 West 4th Street²
Los Angeles, California, Suite 620

Closed Session Location – 801 Capitol Mall
Sacramento, California, Room 141
Teleconference – 320 West 4th Street
Los Angeles, California Suite 620

MID MONTH BOARD MEETING – JUNE 19, 2007

¹ Sign Language Interpreter will be provided for Board Meeting upon request - contact Secretariat at (916) 653-0429, or CALNET 453-0429, TDD (916) 654-2360.

²Pursuant to Government Code section 11123, a teleconference location may be conducted for this meeting at 320 West 4th Street, Los Angeles, California.

MID MONTH BOARD MEETING AGENDA³

JUNE 19, 2007
9:00 a.m. – 10:30 a.m.
(or upon completion of business)

PLEASE NOTE: ALL TIMES ARE APPROXIMATE AND ARE SUBJECT TO CHANGE

PUBLIC SESSION OF THE STATE PERSONNEL BOARD

(9:00 a.m. – 9:30 a.m.)

- 1. ROLL CALL**
- 2. REPORT OF THE EXECUTIVE OFFICER – Suzanne M. Ambrose**
- 3. REPORT OF THE CHIEF COUNSEL – Elise Rose**
- 4. NEW BUSINESS**

Items may be raised by Board Members for scheduling and discussion for future meetings.

- 5. REPORT ON LEGISLATION – State Personnel Board Staff**

The Board may be asked to adopt a position with respect to the bills listed on the legislation memorandum attached hereto.

CLOSED SESSION OF THE STATE PERSONNEL BOARD

(9:30 a.m. – 10:00 a.m.)

- 6. EMPLOYEE APPOINTMENTS, DISCIPLINARY MATTERS, AND OTHER APPEALS**

Deliberations to consider matter submitted at prior hearing.
[Government Code Sections 11126(d), 18653.]

³ The Agenda for the Board Meetings can be obtained at the following internet address:
<http://www.spb.ca.gov/calendar.htm>

7. DELIBERATION ON ADVERSE ACTIONS, DISCRIMINATION COMPLAINTS, AND OTHER PROPOSED DECISIONS SUBMITTED BY ADMINISTRATIVE LAW JUDGES

Deliberations on matters submitted at prior hearing; on proposed, rejected, remanded, and submitted decisions; petitions for rehearing; and other matters related to cases heard by administrative law judges of the State Personnel Board or by the Board itself. [Government Code Sections 11126(c)(3), and 18653.]

8. PENDING LITIGATION

Conference with legal counsel to confer with and receive advice regarding pending litigation when discussion in open session would be prejudicial. [Government Code sections 11126(e)(1) and 18653.]

Patrick McCollum v. State of California

United States District Court, Northern District of California
Case No. C 04-03339 CRB

Plata, et al. v. Schwarzenegger, et al.

Case No. C01-1351 TEH

Colocousis, et al. v. State Personnel Board, et al.

Sacramento Superior Court Case No. 07CS00461

9. RECOMMENDATIONS TO THE LEGISLATURE

Deliberations on recommendations to the legislature.
[Government Code section 18653.]

10. RECOMMENDATIONS TO THE GOVERNOR

Deliberations on recommendations to the Governor.
[Government Code section 18653.]

PUBLIC SESSION OF THE STATE PERSONNEL BOARD

(10:00 a.m. – Onwards)

11. DISCUSSION OF UPCOMING BOARD MEETING SCHEDULE OF JULY 10-11, 2007, IN SACRAMENTO, CALIFORNIA

BOARD ACTIONS:

12. ADOPTION OF THE STATE PERSONNEL BOARD SUMMARY MINUTES OF MAY 18, 2007

13. **EVIDENTIARY CASES** - (See Case Listings on Pages 10–17)
14. **RESOLUTION EXTENDING TIME UNDER GOVERNMENT CODE SECTION 18671.1 EXTENSION** - (See Agenda on Pages 22–23)
15. **NON-EVIDENTIARY CASES** - (See Case Listings on Pages 18–19)
16. **NON-HEARING CALENDAR**

The following proposals are made to the State Personnel Board by either the Board staff or Department of Personnel Administration staff. It is anticipated that the Board will act on these proposals without a hearing.

Anyone with concerns or opposition to any of these proposals should submit a written notice to the Executive Officer clearly stating the nature of the concern or opposition. Such notice should explain how the issue in dispute is a merit employment matter within the Board's scope of authority as set forth in the State Civil Service Act (Government Code section 18500 et seq.) and Article VII, California Constitution. Matters within the Board's scope of authority include, but are not limited to, personnel selection, employee status, discrimination and affirmative action. Matters outside the Board's scope of authority include, but are not limited to, compensation, employee benefits, position allocation, and organization structure. Such notice must be received not later than close of business on the Wednesday before the Board meeting at which the proposal is scheduled. Such notice from an exclusive bargaining representative will not be entertained after this deadline, provided the representative has received advance notice of the classification proposal pursuant to the applicable memorandum of understanding. In investigating matters outlined above, the Executive Officer shall act as the Board's authorized representative and recommend the Board either act on the proposals as submitted without a hearing or schedule the items for a hearing, including a staff recommendation on resolution of the merit issues in dispute.

A. BOARD ITEMS PRESENTED BY STATE PERSONNEL BOARD OR DEPARTMENT OF PERSONNEL ADMINISTRATION TO ESTABLISH, REVISE OR ABOLISH CLASSIFICATIONS, ALTERNATE RANGE CRITERIA, ETC.

PSYCHOLOGIST CLASSIFICATIONS

The Department of Personnel Administration (DPA) proposes revisions to fifteen various Psychologist classifications working in correctional and health facility settings including: revisions to the "Minimum Qualifications" (MQ) to comply with changes in licensure requirements pursuant to Assembly Bill 1975 (2000); adding an early entry feature into the Psychologist-Clinical Correctional Facility; revising the MQs for Senior Psychologist, Correctional Facility (Supervisor) and Senior Psychologist (Health Facility) (Supervisor) to be a licensed psychologist; and minor revisions to update language within the classes.

B. ABOLISHMENT OF CLASSES THAT HAVE HAD NO INCUMBENTS FOR MORE THAN TWO YEARS. DEPARTMENTS THAT UTILIZE THE CLASS AS WELL AS THE APPROPRIATE UNION HAVE NO OBJECTION TO THE ABOLISHMENT OF THESE CLASSES.

THE DEPARTMENT OF PERSONNEL ADMINISTRATION AND STATE PERSONNEL BOARD propose to abolish the following unused classifications, which have been vacant for more than twenty-four months. Departments that utilize the class as well as the appropriate union have no objection to the abolishment of these classes. When classes are proposed to be abolished which are part of a class series, and other classes within the series will continue to be used, the class specification is included in the board item.

NONE PRESENTED

17. STAFF CALENDAR ITEMS FOR BOARD INFORMATION

NONE PRESENTED

18. CAREER EXECUTIVE ASSIGNMENT (CEA) CATEGORY ACTIVITY

This section of the Agenda serves to inform interested individuals and departments of proposed and approved CEA position actions.

The first section lists position actions that have been proposed and are currently under consideration.

Any parties having concerns with the merits of a proposed CEA position action should submit their concerns in writing to the Classification and Compensation Division of the Department of Personnel Administration, the Merit Employment and Technical Resources Division of the State Personnel Board, and the department proposing the action.

To assure adequate time to consider objections to a CEA position action, issues should be presented immediately upon receipt of the State Personnel Board Agenda in which the proposed position action is noticed as being under consideration, and generally no later than a week to ten days after its publication.

In cases where a merit issue has been raised regarding a proposed CEA position action and the dispute cannot be resolved, a hearing before the five-member Board may be scheduled. If no merit issues are raised regarding a proposed CEA position action, and the State Personnel Board approves it, the action becomes effective without further action by the Board.

The second section of this portion of the Agenda reports those position actions that have been approved. They are effective as of the date they were approved by the Executive Officer of the State Personnel Board.

A. REQUESTS TO ESTABLISH NEW OR REVISE EXISTING CEA POSITIONS CURRENTLY UNDER CONSIDERATION

ASSISTANT EXECUTIVE OFFICER, OFFICE OF CLIMATE CHANGE

The Air Resources Board proposes to re-allocate the existing CEA position titled Program Manager, Greenhouse Gas Emission Reduction to the above position. The Assistant Executive Officer, Office of Climate Change, is responsible for the development of policies and strategies to implement an economy wide program that will achieve greenhouse gas reduction targets set forth in Chapter 488, Statutes of 2006 (AB 32, Pavley and Nunez).

**EXECUTIVE CONSOLIDATION OFFICER
CHIEF CONSOLIDATION TECHNOLOGIST**

The Department of Technology Services proposes to extend the original twenty four month limited term approval for the two existing CEA positions listed above for an additional twelve months. The Executive Consolidation Officer develops significant departmental policy resulting from the consolidation of Teale, HHSDC and the Office of Network Services. The Chief Consolidation Technologist is responsible for development of IT policy, strategy planning, and oversight of all technical endeavors required for successful data center consolidation.

ASSISTANT GENERAL MANAGER (AGM), ADMINISTRATION AND MARKETING DIVISION

The Prison Industry Authority proposes to reallocate the existing CEA position titled Assistant General Manager (AGM), Marketing Division to the above position. The Assistant General Manager (AGM), Administration and Marketing, has direct responsibility for ensuring that critical support services are provided to the primary program areas responsible for manufacturing, research and design, and sales of Prison Industry Authority products.

DEPUTY DIRECTOR, SAFETY AND RELIABILITY, CONSUMER PROTECTION AND SAFETY DIVISION

The Public Utilities Commission proposes to allocate the above position to the CEA category. The Deputy Director, Safety and Reliability, Consumer Protection and Safety Division formulates and implements policy relative to safety and reliability of electricity, natural gas, railroads, rail transit systems and rail crossings.

DEPUTY DIRECTOR, CONSUMER PROTECTION AND ELECTRIC GENERATION, CONSUMER PROTECTION AND SAFETY DIVISION

The Public Utilities Commission proposes to re-allocate the existing CEA allocation titled Deputy Director, Consumer Protection and Safety Division to the above position. The Deputy Director, Consumer Protection and Electric Generation serves as the chief policy development and technical advisor on the implementation of a systems approach to consumer protection, electric generation performance and administration.

PUBLIC AFFAIRS AND COMMUNICATIONS, STATE CONTROLLER'S OFFICE

The State Controller's Office proposes to allocate the above position to the CEA category. The Public Affairs and Communications position communicates the Office of the State Controller's statewide policy direction relative to the financial status of the State of California to Underwriters, Rating Syndicates, the State Legislature, Bonding Syndicates, Special Boards and Commissions, Local Governments, Special Districts, National Financial Institutions, and California citizenry.

PROGRAM DIRECTOR, INMATE DENTAL SERVICES PROGRAM, DEPARTMENT OF CORRECTIONS & REHABILITATION

The Department of Corrections & Rehabilitation proposes to allocate the above position to the CEA category. The Project Director, Inmate Dental Services Program (IDSP), manages strategic planning, project implementation, performance management, implementing and setting policy for IDSP.

PROJECT MANAGER, ELECTRONIC ADJUDICATION MANAGEMENT SYSTEMS, DEPARTMENT OF INDUSTRIAL RELATIONS

The Department of Industrial Relations proposes to allocate the above position to the CEA category. The Project Manager, Electronic Adjudication Management Systems, will work closely with internal program and technical staff and an outside contractor and direct the development and implementation of an electronic database system to automate the various processes of the state's workers' compensation system.

DEPUTY CHIEF, DIVISION OF LAND RESOURCE PROTECTION

The Department of Conservation proposes to establish the above position to the CEA category. The Deputy Chief, Division of Land Resource Protection (DLRP) is instrumental in the development and implementation of the policies of the Resources' Agency and the Director as they relate to agricultural land, and in the interpretation of policies established by the Legislature, the courts, the legal opinions that pertain to the Williamson Act and the Open Space Subvention Act.

EXECUTIVE PROJECT DIRECTOR, HR MODERNIZATION PROJECT, DEPARTMENT OF PERSONNEL ADMINISTRATION

The Department of Personnel Administration proposes to allocate the above position to the CEA category. The Executive Project Director, HR Modernization Project, is a key member of a team of project managers responsible for the successful development of policies and implementation of the HR Modernization Project.

DEPUTY PROJECT DIRECTOR, CLASSIFICATION AND COMPENSATION, HR MODERNIZATION PROJECT, DEPARTMENT OF PERSONNEL ADMINISTRATION

The Department of Personnel Administration proposes to allocate the above position to the CEA category. The Deputy Project Director, Classification and Compensation, HR Modernization Project, has the responsibility of establishing statewide policies related to reforming classification, compensation, and performance management in the design and development of major HR system structures and processes.

DEPUTY PROJECT DIRECTOR, RECRUITMENT AND SELECTION, HR MODERNIZATION PROJECT, DEPARTMENT OF PERSONNEL ADMINISTRATION

The Department of Personnel Administration proposes to allocate the above position to the CEA category. The Deputy Project Director, Recruitment and Selection, HR Modernization Project, has the responsibility of establishing program policy and direction in the development of recruitment, marketing, test design and development, exam administration, certification of eligible candidates.

DEPUTY PROJECT DIRECTOR, SYSTEM AUTOMATION, HR MODERNIZATION PROJECT, DEPARTMENT OF PERSONNEL ADMINISTRATION

The Department of Personnel Administration proposes to allocate the above position to the CEA category. The Deputy Project Director, System Automation, HR Modernization Project, will make policy level determinations for revisions to the HR Infrastructure system changes for one of the most critical redesign efforts in the State's IT field. The position will serve as the focal point of contact regarding project status, meetings, reporting requirements, scope changes/extensions, project risk, and financial, administrative, and technical issues; as well as the concerns raised by executive management and/or control agencies.

CHIEF, SYSTEMS OF CARE DIVISION, DEPARTMENT OF HEALTH SERVICES

The Department of Health Services proposes to allocate the above position to the CEA category. This position oversees the development of comprehensive systems of care for vulnerable populations with chronic health conditions to better create effective and efficient delivery systems that improve health care options and reduce health care costs. The position establishes policies in accordance with federal and state policy, regulations, and/or statute so individuals can receive safe and appropriate home care in lieu of long-term institutional placement.

**B. EXECUTIVE OFFICER DECISIONS REGARDING REQUESTS TO
ESTABLISH NEW OR REVISE EXISTING CEA POSITIONS**

***PLATA REGIONAL PERSONNEL OFFICER, NORTHERN
PLATA REGIONAL PERSONNEL OFFICER, SOUTHERN
PLATA REGIONAL PERSONNEL OFFICER, CENTRAL***

The California Department of Corrections and Rehabilitation's proposal on behalf of the Federal Receiver's Office to allocate the above titled positions to the CEA category has been approved effective May 10, 2007.

**ASSISTANT ASSOCIATE SECRETARY, OFFICE OF LEGISLATIVE
AFFAIRS**

The California Health and Human Services Agency's proposal to allocate the above position to the CEA category has been approved for a period of twelve months effective May 18, 2007.

19. EMPLOYEE APPOINTMENTS, DISCIPLINARY MATTERS, & OTHER APPEALS

Deliberations to consider matter submitted at prior hearing. [Government Code sections 11126(d), 18653.]

20. WRITTEN STAFF REPORT FOR BOARD INFORMATION

21. PRESENTATION OF EMERGENCY ITEMS AS NECESSARY

22. BOARD ACTIONS ON SUBMITTED ITEMS – (See Agenda on Pages 20–21)

These items have been taken under submission by the State Personnel Board at a prior meeting and may be before the Board for a vote at this meeting. This list does not include evidentiary cases, as those are listed separately by category on this agenda under Evidentiary Cases.

A D J O U R N M E N T

13. EVIDENTIARY CASES

The Board Administrative Law Judges conduct evidentiary hearings in appeals that include, but are not limited to, adverse actions, medical terminations, demotions, discrimination, reasonable accommodations, and whistleblower complaints.

A. BOARD CASES SUBMITTED

These items have been taken under submission by the State Personnel Board at a prior meeting. Cases that are before the Board for vote will be provided under separate cover.

(1) **CASE NO. 06-0235A**

Appeal from dismissal

Classification: Correctional Officer

Department: Department of Corrections and Rehabilitation

Proposed decision rejected January 9, 2007.

Transcript prepared.

Pending oral argument May 8, 2007, Sacramento.

Oral argument continued.

Oral argument heard June 5, 2007, Sacramento.

Case ready for decision by FULL Board.

(2) **CASE NO. 05-2888PA**

Appeal from dismissal

Classification: Staff Services Analyst (General)

Department: Department of Consumer Affairs

Petition for rehearing granted October 31, 2006.

Transcript prepared.

Pending oral argument March 2 2007, Sacramento.

Oral argument continued.

Oral argument heard June 5, 2007, Sacramento.

Case ready for decision by FULL Board.

(3) **CASE NO. 06-1433**

Appeal from official reprimand

Classification: Correctional Officer

Department: Department of Corrections and Rehabilitation

Proposed decision taken under submission December 5, 2006.

June 19, 2007

- (4) **CASE NO. 05-0929PA**
Appeal from rejection during probation
Classification: Health Program Manager I
Department: Department of Health Services

Petition for Rehearing granted February 20, 2007.
Pending oral argument May 8, 2007, Sacramento.
Oral argument heard May 8, 2007.
Case ready for decision by FULL Board.
- (5) **CASE NO. 05-1067A**
Appeal from dismissal
Classification: Investigator
Department: Department of Motor Vehicles

Proposed decision rejected January 9, 2007.
Transcript prepared.
Pending oral argument May 8, 2007, Sacramento.
Oral argument heard May 8, 2007.
Case ready for decision by FULL Board.
- (6) **CASE NO. 04-2919ERPA**
Appeal from discrimination and retaliation
Classification: Physician and Surgeon
Department: Department of Corrections and Rehabilitation

Petition for Rehearing granted February 20, 2007.
Transcript prepared.
Pending oral argument May 8, 2007, Sacramento.
Oral argument heard May 8, 2007.
Case ready for decision by FULL Board.
- (7) **CASE NO. 05-0927BA**
Appeal for back salary determination
Classification: Correctional Sergeant
Department: Department of Corrections and Rehabilitation

Proposed decision rejected December 5, 2006.
Transcript prepared.
Pending oral argument April 3, 2007, Sacramento.
Oral argument heard April 3, 2007.
Case ready for decision by FULL Board.
- (8) **CASE NO. 06-1310**
Appeal from 14 working days suspension
Classification: Regional Administrator
Department: Department of Corrections and Rehabilitation

Proposed decision taken under submission December 5, 2006.

B. CASES PENDING

ORAL ARGUMENTS

NONE PRESENTED

C. CHIEF COUNSEL RESOLUTIONS

(1) CASE NO. 05-3741

Appeal from dismissal

Classification: Medical Technical Assistant, CF

Department: Department of Corrections and Rehabilitation
Request for Order to Show Cause against Department of
Corrections and Rehabilitation

COURT REMANDS

This case has been remanded to the Board by the court for further Board action.

NONE PRESENTED

STIPULATIONS

These stipulations have been submitted to the Board for Board approval, pursuant to Government Code, section 18681.

NONE PRESENTED

D. ADMINISTRATIVE LAW JUDGE'S (ALJ) PROPOSED DECISIONS

PROPOSED DECISIONS

These are ALJ proposed decisions submitted to the Board for the first time.

(1) CASE NO. 06-3949

Appeal from demotion

Classification: Correctional Sergeant

Department: Department of Corrections and Rehabilitation

(2) CASE NO. 04-2279B

Appeal from back pay determination

Classification: Caltrans Maintenance Supervisor

Department: Department of Transportation

- (3) **CASE NO. 06-3534**
Appeal from constructive medical termination
Classification: Psychiatric Technician Assistant
Department: Department of Developmental Services
- (4) **CASE NO. 05-4029**
Appeal from 60 work days suspension
Classification: Associate Warden
Department: Department of Corrections and Rehabilitation
- (5) **CASE NO. 06-2612**
Appeal from for 13 working days suspension
Classification: Correctional Sergeant
Department: Department of Corrections and Rehabilitation
- (6) **CASE NO. 06-2447**
Appeal from dismissal
Classification: Accounting Officer (Specialist)
Department: Employment Development Department
- (7) **CASE NO. 05-3317**
Appeal from dismissal
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
- (8) **CASE NO. 06-3512**
Appeal from five percent reduction in salary for 36 months
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
- (9) **CASE NO. 06-1732**
Appeal from 10 percent reduction in salary for 12 pay periods
Classification: Correctional Sergeant
Department: Department of Corrections and Rehabilitation
- (10) **CASE NO. 06-4036**
Appeal from dismissal
Classification: Psychiatric Technician
Department: Department of Developmental Services
- (11) **CASE NO. 06-2125**
Appeal from ten percent reduction in salary for twelve qualifying pay periods
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation

(12) CASE NO. 06-2143

Appeal from five percent reduction in salary for thirty-six qualifying pay periods

Classification: Correctional Officer

Department: Department of Corrections and Rehabilitation

(13) CASE NOS. 03-2436 & 04-0889

Appeal from four work weeks suspension and two work weeks suspension

Classification: Corporations Counsel

Department: Department of Corporations

(14) CASE NO. 06-2984

Appeal from 36 working days' suspension

Classification: Correctional Officer

Department: Department of Corrections and Rehabilitation

(15) CASE NO. 05-0686E

Appeal from denial for request for reasonable accommodation and disability discrimination

Classification: Office Assistant (General)

Department: California Highway Patrol

PROPOSED DECISIONS TAKEN UNDER SUBMISSION AT PRIOR MEETING

These are ALJ proposed decisions taken under submission at a prior Board meeting, for lack of majority vote or other reason.

NONE

PROPOSED DECISIONS AFTER BOARD REMAND

NONE

PROPOSED DECISIONS AFTER SPB ARBITRATION

NONE

E. PETITIONS FOR REHEARING

ALJ PROPOSED DECISIONS ADOPTED BY THE BOARD

The Board will vote to grant or deny a petition for rehearing filed by one or both parties, regarding a case already decided by the Board.

June 19, 2007

- (1) **CASE NO. 05-3477P**
Appeal from dismissal
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
- (2) **CASE NO. 02-3688RPA**
Appeal from constructive medical termination
Classification: Youth Correctional Officer
Department: Department of Corrections and Rehabilitation
- (3) **CASE NO. 96-4440P**
Appeal from dismissal
Classification: Licensing Program Analyst
Department: Department of Social Services
- (4) **CASE NO. 06-2622P**
Appeal from non-punitive termination
Classification: Clinical Social Worker
Department: Department of Corrections and Rehabilitation

WHISTLEBLOWER NOTICE OF FINDINGS

The Board will vote to grant or deny a petition for rehearing filed by one or both parties, regarding a Notice of Findings issued by the Executive Officer under Government Code, section 19682 et seq. and Title 2, California Code of Regulations, section 56 et seq.

NONE

F. PENDING BOARD REVIEW

These cases are pending preparation of transcripts, briefs, or the setting of oral argument before the Board.

- (1) **CASE NO. 05-1007EA**
Appeal from denial of discrimination complaint
Classification: Outside contractor
Department: Department of Transportation

Proposed decision rejected December 19, 2006.
Pending oral argument April 3, 2007, Sacramento.
Oral argument continued.
Pending oral argument July 10-11, 2007, Sacramento.

June 19, 2007

- (2) **CASE NO. 03-3412A**
Appeal from rejection during probation
Classification: Correctional Counselor II (Supervisor)
Department: Department of Corrections and Rehabilitation

Petition for rehearing granted April 3, 2007.
Transcript prepared.
Pending oral argument July 10-11, 2007, Sacramento.
- (3) **CASE NO. 06-0760A**
Appeal from rejection during probation
Classification: Parole Agent I (Adult Parole)
Department: Department of Corrections and Rehabilitation

Proposed decision rejected November 14, 2006.
Transcript prepared.
Pending oral argument February 6-7, 2007, Los Angeles.
Oral argument continued.
Pending oral argument May 8, 2007, Sacramento.
Oral argument continued.
Pending oral argument July 10-11, 2007, Sacramento.
- (4) **CASE NO. 06-3023A**
Appeal from ten percent reduction in salary for three months
Classification: Psychiatric Technician
Department: Department of Corrections and Rehabilitation
Proposed decision rejected March 2, 2007.
Transcript prepared.
Pending oral argument August 7-8, 2007, Los Angeles.
- (5) **CASE NO. 05-1285A**
Appeal from dismissal
Classification: Public Safety Dispatcher II
Department: Department of California Highway Patrol

Proposed decision rejected January 9, 2007.
Transcript prepared.
Pending oral argument June 5, 2007, Sacramento.
Oral argument continued.
- (6) **CASE NO. 06-1338A**
Appeal from rejection during probation
Classification: Industrial Relations Counsel III (Specialist)
Department: Department of Industrial Relations

Proposed decision rejected May 8, 2007.
Pending transcript.

- (7) **CASE NO. 05-1432E**
Appeal from denial of sexual harassment complaint
Classification: Health Facilities Evaluator Nurse
Department: Department of Health Services

Proposed decision rejected June 5, 2007.
Pending transcript.
- (8) **CASE NO. 06-0738A**
Appeal from dismissal
Classification: Correctional Sergeant
Department: Department of Corrections and Rehabilitation

Proposed decision rejected May 18, 2007.
Pending transcript.
- (9) **CASE NO. 06-2010A**
Appeal from medical termination
Classification: Administrative Support Coordinator II
Department: California State University, Los Angeles

Proposed decision rejected May 8, 2007.
Pending transcript.
- (10) **CASE NO. 07-1381A**
Appeal from dismissal
Classification: Correctional Sergeant
Department: Department of Corrections and Rehabilitation

Proposed decision rejected June 5, 2007.
Pending transcript.
- (11) **CASE NO. 05-1043P**
Appeal from dismissal
Classification: Tax Counsel, Range D
Department: Board of Equalization

Petition for rehearing granted June 5, 2007.
Pending transcript.
- (12) **PSC NO. 06-03, CASE NO. 07-0806PA**
Appeal from Executive Officer's disapproval of Unarmed Security
Guard Services
Department: California Highway Patrol

Petition for rehearing granted May 8, 2007.

15. NON-EVIDENTIARY CASES

A. WITHHOLD APPEALS

Cases heard by a Staff Hearing Officer, a managerial staff member of the State Personnel Board or investigated by Appeals Division staff. The Board will be presented recommendations by a Staff Hearing Officer or Appeals Division staff for final decision on each appeal.

WITHHOLD FROM CERTIFICATION
CASES HEARD BY A STAFF HEARING OFFICER

NONE PRESENTED

WITHHOLD FROM CERTIFICATION
CASES NOT HEARD BY A STAFF HEARING OFFICER

- (1) CASE NO. 06-0220**
Classification: Correctional Officer
Department: California Department of Corrections & Rehabilitation
Issue: Suitability; one DUI conviction.
- (2) CASE NO. 06-1086**
Classification: Correctional Officer
Department: California Department of Corrections & Rehabilitation
Issue: Suitability; failure to provide pertinent information and documentation.
- (3) CASE NO. 06-1379N**
Classification: Correctional Officer
Department: California Department of Corrections & Rehabilitation
Issue: Suitability; missing requested documentation and information.
- (4) CASE NO. 06-0399N**
Classification: Correctional Officer
Department: California Department of Corrections & Rehabilitation
Issue: Suitability; job termination within one year of CDCR application.
- (5) CASE NO. 06-1297**
Classification: Correctional Officer
Department: California Department of Corrections & Rehabilitation
Issue: Suitability; failure to meet legal obligations.

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B. MEDICAL AND PSYCHOLOGICAL SCREENING APPEALS

Cases heard by a Staff Hearing Panel comprised of a managerial staff member of the State Personnel Board and a medical professional. The Board will be presented recommendations by a Hearing Panel on each appeal.

NONE PRESENTED

**C. EXAMINATION APPEALS
MINIMUM QUALIFICATIONS
MERIT ISSUE COMPLAINTS**

Cases heard by a Staff Hearing Officer, a managerial staff member of the State Personnel Board or investigated by Appeals Division staff. The Board will be presented recommendations by a Staff Hearing Officer or Appeals Division staff for final decision on each appeal.

NONE PRESENTED

**D. RULE 211 APPEALS
RULE 212 OUT OF CLASS APPEALS
VOIDED APPOINTMENT APPEALS**

Cases heard by a Staff Hearing Officer, or a managerial staff member of the State Personnel Board. The Board will be presented recommendations by a Staff Hearing Officer for final decision on each appeal.

(1) CASE NO. 06-1914N

Department: Board of Equalization

Issue: Was the appointment of the appellant properly voided based on the fact that the appellant did not have list eligibility to the Secretary classification based on Government Code Section 19055.

E. REQUEST TO FILE CHARGES CASES

Investigated by Appeals Division staff. The Board will be presented recommendations by Appeals Division staff for final decision on each request.

NONE PRESENTED

PETITIONS FOR REHEARING CASES

NONE PRESENTED

June 19, 2007

SUBMITTED

1. TEACHER STATE HOSPITAL (SEVERELY), ETC.

Departments of Mental Health and Developmental Services. (Hearing held December 3, 2002.)

2. VOCATIONAL INSTRUCTOR (SAFETY) (VARIOUS SPECIALTIES)

Departments of Mental Health and Developmental Services. (Hearing held December 3, 2002.)

3. TELEVISION SPECIALIST (SAFETY)

The Department of Corrections proposes to establish the new classification Television Specialist (Safety) by using the existing Television Specialist class specification and adding "Safety" as a parenthetical to recognize the public aspect of their job, additional language will be added to the Typical Tasks section of the class specification and a Special Physical Characteristics section will be added. (Presented to Board March 4, 2003.)

4. HEARING – Personal Services Contract #04-03

Appeal of the California State Employees Association from the Executive Officer's April 15, 2004, Approval of Master Contracts between the California Department of Corrections and Staffing Solutions, CliniStaff, Inc., Staff USA, Inc., CareerStaff Unlimited, MSI International, Inc., Access Medical Staffing & Service, Drug Consultants, Infinity Quality Services Corporation, Licensed Medical Staffing, Inc., Morgan Management Services, Inc., Asereth Medical Services, and PrideStaff dba Rx Relief. (Hearing held August 12, 2004.)

5. HEARING

Proposed new and revised State Personnel Board Regulations effecting equal opportunity, discrimination complaints and reasonable accommodation policies and procedures. (Hearing held July 7, 2004.)

6. CASE NO. 06-1814

Appeal from official letter of reprimand. Correctional Officer. Department of Corrections and Rehabilitation. (Presented to Board December 5, 2006.)

7. CASE NO. 06-1310

Appeal from 14 working days' suspension. Regional Administrator. Department of Corrections and Rehabilitation. (Presented to Board December 5, 2006.)

8. CASE NO. 05-3741

Appeal from dismissal. Medical Technical Assistant, CF. Department of Corrections and Rehabilitation. Request for Order to Show Cause against Department of Corrections and Rehabilitation. (Presented to the Board March 2, 2007.)

9. CASE NO. 05-0927BA

Appeal for back salary determination. Correctional Sergeant. Department of Corrections and Rehabilitation. (Oral argument held April 3, 2007.)

10. CASE NO. 05-0929PA

Appeal from rejection during probation. Health Program Manager I. Department of Health Services. (Oral argument held May 8, 2007.)

11. CASE NO. 05-1067A

Appeal from dismissal. Investigator, DMV. Department of Motor Vehicles. (Oral argument held May 8, 2007.)

12. CASE NO. 04-2919ERPA

Appeal from discrimination and retaliation. Physician & Surgeon, CF. Department of Corrections and Rehabilitation. (Oral argument held May 8, 2007.)

13. HEARING – GOVERNMENTAL PROGRAM ANALYST

The State Personnel Board in consultation with the Department of Personnel Administration proposes the establishment of the new classification of Governmental Program Analyst. (Hearing held May 8, 2007.)

14. CASE NO. 05-2888PA. Appeal from dismissal. Staff Services Analyst (General). Department of Consumer Affairs. (Oral argument held June 5, 2007.)

15. CASE NO. 06-0235A. Appeal from dismissal. Correctional Officer. Department of Corrections and Rehabilitation. (Oral argument held June 5, 2007.)

NOTICE OF GOVERNMENT CODE SECTION 18671.1 RESOLUTION

Since Government Code section 18671.1 requires that cases pending before State Personnel Board Administrative Law Judges (ALJ's) be completed within six months or no later than 90 days after submission of a case, whichever is first, absent the publication of substantial reasons for needing an additional 45 days, the Board hereby publishes its substantial reasons for the need for the 45-day extension for some of the cases now pending before it for decision.

An additional 45 days may be required in cases that require multiple days of hearings, that have been delayed by unusual circumstances, or that involve any delay generated by either party (including, but not limited to, submission of written briefs, requests for settlement conferences, continuances, discovery disputes, pre-hearing motions). In such cases, six months may be inadequate for the ALJ to hear the entire case, prepare a proposed decision containing the detailed factual and legal analysis required by law, and for the State Personnel Board to review the decision and adopt, modify or reject the proposed decision within the time limitations of the statute.

Therefore, at its next meeting, the Board will issue the attached resolution extending the time limitation by 45 days for all cases that meet the above criteria, and that have been before the Board for less than six months as of the date of the Board meeting.

GOVERNMENT CODE SECTION 18671.1 RESOLUTION

WHEREAS, Section 18671.1 provides that, absent waiver by the appellant, the time period in which the Board must render its decision on a petition pending before it shall not exceed six months from the date the petition was filed or 90 days from the date of submission; and

WHEREAS, Section 18671.1 also provides for an extension of the time limitations by 45 additional days if the Board publishes substantial reasons for the need for the extension in its calendar prior to the conclusion of the six-month period; and

WHEREAS, the Agenda for the instant Board meeting included an item titled "Notice of Government Code section 18671.1 Resolution" which sets forth substantial reasons for utilizing that 45-day extension to extend the time to decide particular cases pending before the Board;

WHEREAS, there are currently pending before the Board cases that have required multiple days of hearing and/or that have been delayed by unusual circumstances or by acts or omissions of the parties themselves;

NOW, THEREFORE, BE IT RESOLVED AND ORDERED that the time limitations set forth in Government Code section 18671.1 are hereby extended an additional 45 days for all cases that have required multiple days of hearing or that have been delayed by acts or omissions of the parties or by unusual circumstances and that have been pending before the Board for less than six months as of the date this resolution is adopted.

* * * * *



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(Cal. 06/19/07)

TO: ALL INTERESTED PARTIES

FROM: State Personnel Board - Executive Office

SUBJECT: LEGISLATION

There is no written legislative report at this time. There may be a verbal presentation at the June 19, 2007 Board Meeting on any legislative action that has taken place that will be of interest to the Board.

Please contact the Secretariat at (916) 653-0429 if you should have any questions. Legislative inquiries may also be directed to the Chief Counsel's Office at (916) 653-1403.

A handwritten signature in black ink, appearing to read 'Karen Yu'.

Karen Yu
Secretariat's Office

STATE PERSONNEL BOARD

NON-HEARING CALENDAR

RE: BOARD DATE JUNE 19, 2007

(Cal. 06/19/07)

MEMO TO : STATE PERSONNEL BOARD

FROM : TERRY SILVA, Acting Chief, Merit Employment and
Technical Resources Division

SUBJECT : Non-Hearing Calendar Items for Board Action

Page**PSYCHOLOGIST CLASSIFICATIONS**

The Department of Personnel Administration (DPA) proposes revisions to fifteen various Psychologist classifications working in correctional and health facility settings including: revisions to the "Minimum Qualifications" (MQ) to comply with changes in licensure requirements pursuant to Assembly Bill 1975 (2000); adding an early entry feature into the Psychologist-Clinical Correctional Facility; revising the MQs for Senior Psychologist, Correctional Facility (Supervisor) and Senior Psychologist (Health Facility) (Supervisor) to be a licensed psychologist; and minor revisions to update language within the classes.

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TO: STATE PERSONNEL BOARD

FROM: DAVE RECHS, Personnel Program Analyst
Department of Personnel Administration

MARGIE IMAI, Personnel Program Manager
Department of Personnel Administration

REVIEWED BY: DARYLL TSUJIHARA, Chief, Classification and Compensation Division
Department of Personnel Administration

SUBJECT: Proposed "Minimum Qualifications" revision to various Psychologist
classifications.

SUMMARY OF ISSUES:

In 2000, Assembly Bill 1975 changed licensure requirements which impacts fifteen Psychologist classes working in correctional and health facility settings. The proposed "Minimum Qualifications" change is requested to comply with this legislation. This proposal affects Psychologist classes used by the California Department of Corrections and Rehabilitation (CDCR), Department of Mental Health (DMH), and Department of Developmental Services (DDS).

CONSULTED WITH:

CYNDE JONES, Department of Mental Health
BETH MENEELY, Department of Developmental Services
KAY NORRIS, California Department of Corrections and Rehabilitation
JENNIFER ROCHE, State Personnel Board
KAREN COFFEE, State Personnel Board
JACQUELYN CERVANTES, Department of Personnel Administration

In accordance with the terms of the Department of Personnel Administration (DPA)/American Federation of State, County and Municipal Employees (AFSCME) contract, DPA has notified the union in writing of this proposal.

BACKGROUND AND CLASSIFICATION CONSIDERATIONS:

The State of California operates a major health care system that includes hospitals and institutions. The Psychologists work in this health care system providing psychological assessment and treatment for forensic clients, patients, wards or inmates who are developmentally or mentally disordered offenders. Persons in these classes apply psychological knowledge and techniques to the problems of mental and developmental disabilities. They conduct various forms of group and individual therapy, including behavior modification and psychotherapy and administer, score, and interpret psychological tests. They make recommendations on admission, transfer, discharge and therapeutic activities, and participate on treatment teams, staff or professional meeting.

Assembly Bill 1975 passed in 2000, which changed licensure requirements for psychologists. Subsequently, the minimum qualifications for fifteen psychologist classes must be changed to comply with this legislation. These changes are:

- 1) Extend the durational time limit from two years to three years permitting an unlicensed psychologist to be employed by the state.
- 2) Eliminate the authority of the Department of Health Services to grant an additional year of licensure waiver to psychologists for “extenuating circumstances”.
- 3) Stipulate that psychologists recruited from out-of-state and employed under a waiver, must take the next possible examination offered if they fail the first exam. Also, this bill extends the waiver period from one to two years for these psychologists.

The psychologist classifications affected by this legislation are: Psychologist (Health Facility-Variety Specialties), Psychologist (Health Facility-Safety-Variety Specialties), Psychologist (Clinical-Correctional Facility), Senior Psychologist (Correctional Facility-Specialist), and Senior Psychologist (Health Facility- Specialist), and Consulting Psychologist.

CDCR is also proposing to add an early entry feature into the Psychologist – Clinical, Correctional Facility class which allows candidates who are within six months of receiving their Doctorate Degree to be admitted to the examination; however, they are not eligible for appointments to the class until they receive their degree and complete their internship. By revising the minimum qualifications to include an early entry feature CDCR believes it will create a larger candidate pool of Psychologists and meet the department’s staffing needs. The early entry feature is currently reflected in the Psychologist (Health Facility-Variety Specialties) and Psychologist (Health Facility-Safety-Variety Specialties) classes.

It is also being proposed that the minimum qualifications for the Senior Psychologist, Correctional Facility (Supervisor) and Senior Psychologist (Health Facility) (Supervisor) are being revised to be a licensed psychologist. This is to be consistent with the California Codes and Regulations, Title 16, Division 13.1, Article 3, Section 1387.1 (Qualifications and Responsibilities of Primary Supervisors) which states, in part “All primary supervisors shall be licensed psychologist, except that board certified psychiatrists may be primary supervisors of their own registered psychological assistants.....”

Additionally, minor revisions to update language and to reflect the current departmental name of Department of Corrections and Rehabilitation are being proposed.

STATUS CONSIDERATIONS:

The revisions to the minimum qualifications of the various Psychologist classes have no impact on current incumbents. Since Assembly Bill 1975 was passed in 2000, these licensure requirements have been in effect for six years. Those incumbents who do not receive their Psychologist license in three years will vacate the class by non-punitive terminations, demotion or transfer.

There are no specific status issues with the proposed classification changes. Currently, all incumbents in the Supervising Psychologist classes are licensed psychologists.

RECOMMENDATIONS:

That the proposed revised specifications for the following classes as shown in this calendar be adopted:

Consulting Psychologist
 Psychologist – Clinical, Correctional Facility
 Psychologist (Health Facility – Clinical)
 Psychologist (Health Facility – Clinical – Safety)
 Psychologist (Health Facility – Clinical), Departments of Mental Health and
 Developmental Services
 Psychologist (Health Facility – Counseling)
 Psychologist (Health Facility – Counseling – Safety)
 Psychologist (Health Facility – Educational)
 Psychologist (Health Facility – Educational – Safety)
 Psychologist (Health Facility – Experimental)
 Psychologist (Health Facility – Experimental – Safety)
 Psychologist (Health Facility – Social)
 Psychologist (Health Facility – Social – Safety)
 Senior Psychologist, Correctional Facility (Specialist)
 Senior Psychologist, Correctional Facility (Supervisor)
 Senior Psychologist (Health Facility) (Specialist)
 Senior Psychologist (Health Facility) (Supervisor)

PSYCHOLOGIST CLASSIFICATIONS

The Department of Personnel Administration (DPA) proposes revisions to fifteen various Psychologist classifications working in correctional and health facility settings including: revisions to the “Minimum Qualifications” (MQ) to comply with changes in licensure requirements pursuant to Assembly Bill 1975 (2000); adding an early entry feature into the Psychologist-Clinical Correctional Facility; revising the MQs for Senior Psychologist, Correctional Facility (Supervisor) and Senior Psychologist (Health Facility) (Supervisor) to be a licensed psychologist; and minor revisions to update language.

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CALIFORNIA STATE PERSONNEL BOARD
SPECIFICATION

Schematic Code: XL57
Class Code: 7620
Established: 7/25/79
Revised: 11/16/99
Title Changed: 4/22/86

CONSULTING PSYCHOLOGIST

DEFINITION

Under direction in headquarters or in a State hospital, serves as a departmental psychology consultant with specialized skills in the application of public health and psychosociological concepts in resource development, community organization, and planning for the delivery of mental health services; performs assessments and clinical evaluations of forensic commitments to determine adequacy of existing treatment and community management plans; and does other related work.

Factors that affect an allocation to this classification include complexity of assigned work; decision-making responsibilities; impact of decisions on a mental health facility or program; reporting relationship; and type and frequency of contacts with other staff, units, sections, agencies, and the public.

DISTINGUISHING CHARACTERISTICS

This classification is distinguished from the Psychologist series in that the incumbent does not provide direct treatment to patients.

TYPICAL TASKS

In the mental health program setting, consults with medical, pharmacy, social work, rehabilitation, education, nursing, and other personnel on program planning and evaluation and the development of direct and indirect services; monitors and reviews policies, standards, and guidelines of specialized services programs of the Department; performs operational and systems research studies of program effectiveness; provides clinical and program consultation; reviews special incidents involving patients in mental health programs and specialized services programs of the Department; trains treatment staff in applying psychological treatment methods for patient programs; prepares and presents expert testimony in hearing procedures; prepares and presents screening decision cases for appeal hearings; prepares progress, financial, and other statistical and narrative reports on projects, and periodically plans, organizes, leads, and directs multidisciplinary staff treatment teams.

In a community psychology specialty, assists in therapeutic intervention and social change at the community level; surveys and licenses or certifies mental health facilities or programs in compliance with California Code of Regulations; assists in long-term

program development plans for mental health programs; participates and assists in program reviews of mental health programs as scheduled by the Department; interprets the objectives and procedures of the program to other facility personnel, members of the public, and other agencies and organizations; evaluates mental health treatment records to make recommendations on appropriate extended mental health treatment; reviews and interprets the results of psychological evaluations conducted in accordance with applicable laws and regulations; and reviews second-level appeals for payment authorizations by contract hospitals.

In a forensic psychology specialty, performs reviews of forensic mental health programs; provides oversight of conditional release programs dealing with forensic patients; develops statewide policies on forensic issues such as evaluation, risk assessment and program review protocols, and performs assessments, psychological testing, clinical evaluations, diagnosis and risk assessment determinations of correctional facility inmates, and applies findings of psychological examination as required by statute.

MINIMUM QUALIFICATIONS

License: Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code.

Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of ~~one year~~ two years at which time ~~they must licensure shall have been obtained licensure or the employment shall be terminated.)~~ ~~Candidates appointed under this provision must take the licensure examination at the earliest possible date after their date of employment. An extension of the waiver may be granted for an additional one year based on extenuating circumstances as provided by Section 1277(e) of the Health and Safety Code or Section 5751.2 of the Welfare and Institutions Code, whichever is applicable. Individuals granted such an extension must obtain licensure during the additional year or their employment shall be terminated.~~

and

Experience: Either

1. Two years of experience in the California state service performing clinical psychology duties equivalent to those of a Psychologist (Various Specialties), Psychologist (Health Facility) (Various Specialties), or Psychologist - Clinical, Correctional Facility.
or
2. Three years of full-time postdoctoral, postinternship experience in the practice of psychology involving either training, research, consultation, or program planning in mental health services.

KNOWLEDGE AND ABILITIES

Knowledge of: Clinical psychological theories and research; principles, techniques, and problems in developing and coordinating a specialized psychological treatment program; principles, techniques, and trends in psychology with particular reference to normal and disordered behavior, human development, learning, individual differences, adaptation, and social interaction; methods for the assessment and modification of human behavior; characteristics and social aspects of mental disorders and disabilities; program evaluation; institutional and social process, group dynamics, and professional training; interrelationships of Federal, State, and local professional and voluntary mental health agencies and of programs and services of such agencies; current trends in the field of mental health; functions of psychologists in various mental health services; community organization and allied professional services; and consultative methods in various mental health fields.

Ability to: Plan, organize, evaluate, and work in a clinical psychological treatment program; interpret and apply the mental health policies and standards of the Department's program; promote the organization of community mental health resources and their effective utilization in a mental health program; teach and participate in professional training; plan, organize, and conduct research, data analysis, and program evaluation; evaluate and conduct assessment on psychological treatment procedures; evaluate and assess forensic mental health treatment procedures; evaluate the quality and scope of psychological services provided under mental health programs; communicate effectively; provide professional consultation and leadership; recognize situations requiring the creative application of technical skills; develop and assess creative approaches to the assessment, treatment, and rehabilitation of mental disorders; conduct the research, development, and direction of a psychological program; secure the cooperation of professional and lay groups; and train other psychologists and other mental health professionals.

SPECIAL PERSONAL CHARACTERISTICS

Willingness to make frequent field visits away from established headquarters; empathetic and objective understanding of the issues of persons with mental or developmental disabilities; demonstrated leadership ability; tact; patience; keenness of observation; and scientific and professional integrity.

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CALIFORNIA STATE PERSONNEL BOARD
SPECIFICATION

Schematic Code: XL54
Class Code: 9283
Established: 6/15/93
Revised: --
Title Changed: --

PSYCHOLOGIST - CLINICAL, CORRECTIONAL FACILITY

DEFINITION

Under general direction, in a State correctional facility or outpatient clinic in the Department of Corrections and Rehabilitation, to carry out difficult assignments in clinical psychology which involve the assessment and treatment of adults, program development and evaluation, clinical research, professional training, and consultation; to maintain order and supervise the conduct of inmates; to protect and maintain the safety of persons and property; and to do other related work.

DISTINGUISHING CHARACTERISTICS

This class is concerned with the clinical range of psychological services and concentrates on the psychological aspects of mental disability, its alleviation, change and study. ~~Employees~~ Incumbents in this class independently carry journey person assignments of clinical psychological work with a minimum of supervision. ~~They~~ Incumbents may review the work of Clinical Psychology Interns and Psychology Associates and give general advice and assistance to them, but their primary responsibility is the completion of their staff assignments.

TYPICAL TASKS

Applies psychological knowledge and techniques to the problems of mental and developmental disabilities in adult offenders in a correctional facility or clinic; conducts various forms of group and individual therapy, cognitive behavior therapy, and other forms of behavior modifications; selects, administers, scores and interprets personality, intelligence, and other psychological tests; based on psychological tests and observations, case history, treatment progress and social factors, assesses patients needs and makes recommendations on admission, transfer, parole, discharge, and therapeutic activities; consults with medical personnel regarding the finding of medical examinations and evidence of organic disturbances related to behavior disorders, and with nursing, social work, rehabilitation, and other staff regarding precipitating events, complications, and potential for

adjustment; initiates and develops new programs for the treatment, training, or rehabilitation of patients or inmates; evaluates and reports on current and new programs; participates in treatment team, staff, and professional meetings; on request, acts as a consultant within the facility or area or to other agencies and groups; on request, testifies as an expert witness in court proceedings; may work with community groups to develop supportive resources and conduct mental health education; may participate in training programs for psychology interns, nurses, other staff, and volunteers; may participate in interviews for the selection of personnel; initiates, designs, and reports on clinical psychological research and collaborates in other research projects and programs; consults with professional personnel on the technical aspects of research design and analysis of data; maintains familiarity with professional developments and research; may write articles for publication; complies and analyzes statistics; maintains order and supervises the conduct of persons committed to the California Department of Corrections and Rehabilitation; prevents escapes and injury by these persons to themselves, others, or to property; maintains security of working areas and work materials; and inspects premises and searches inmates for contraband, such as weapons or illegal drugs.

MINIMUM QUALIFICATIONS

License: Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code.

Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination and may be appointed, but must secure a valid license within ~~two~~ three years of an appointment; ~~however, an individual shall be employed only to the extent necessary to be eligible for licensure plus one year or the employment shall be terminated. An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code of Section 5600.2(f) of the Welfare and Institutions Code, whichever is applicable. For persons employed less than full time, an extension of a waiver of licensure may be granted for additional years proportional to the extent of part-time employment, as long as the person is employed without interruption in service, but in no case shall the waiver exceed five years.~~

(Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of ~~one year~~ two years at which time

licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.)

Applicants who are within six months of receiving their degree will be admitted into the examination, but will not be eligible for appointment until receipt of the degree and completion of the internship.

~~An extension of the waiver may be granted for an additional one year based on extenuating circumstances as provided by Section 1277(e) of the Health and Safety Code or Section 5600.2(f) of the Welfare and Institutions Code, whichever is applicable. Individuals granted an additional one year based on extenuating circumstances may be appointed for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated.~~

KNOWLEDGE AND ABILITIES

Knowledge of: Psychological theories and research; principles, techniques, and problems in developing and coordinating a clinical psychological treatment program; principles, techniques, and trends in psychology with particular reference to normal and disordered behavior, human development motivation, personality learning, individual differences, adaptation, and social interaction; methods for the assessment and modification of human behavior; characteristics and social aspects of mental disorders and retardation; research methodology and program evaluation, institutional and social process, group dynamics; functions of psychologists in various mental health services; current trends in the field of mental health; professional training; and community organization and allied professional services.

Ability to: Plan, organize, and work in a specialized clinical psychological treatment program involving members of other treatment discipline; provide professional consultation and program leadership; teach and participate in professional training; recognize situations requiring the creative application of technical skills; develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disorders, to the conduct of research, and to the development and direction of a psychological program; plan, organize, and conduct research, data analysis, and program evaluation; conduct assessment and psychological treatment procedures; secure the cooperation of professional and lay groups; analyze situations accurately and take effective action; and communicate effectively.

SPECIAL PERSONAL CHARACTERISTICS

Empathetic understanding of patients of a State correctional facility; willingness to work in a State correctional facility; scientific and professional integrity; emotional stability; patience; alertness; tact; and keenness of observation.

SPECIAL PHYSICAL CHARACTERISTICS

Persons appointed to this position must be reasonably expected to have and maintain sufficient strength, agility, and endurance to perform during stressful (physical, mental, and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates.

Assignments may include sole responsibility for the supervision of inmates and/or the protection of personal and real property.

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CALIFORNIA STATE PERSONNEL BOARD
SPECIFICATION

Schematic Code: XL43
Class Code: 9287
Established: 6/15/93
Revised: --
Title Changed: --

SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SPECIALIST)

DEFINITION

Under general direction, in a State correctional facility or outpatient clinic in the Department of Corrections and Rehabilitation, to perform difficult and responsible assignments relating to psychological assessment and treatment and serve as a departmentwide expert and psychology consultant in a specific psychology discipline; to maintain order and supervise the conduct of inmates; to protect and maintain the safety of persons and property; and do other related work.

DISTINGUISHING CHARACTERISTICS

In a staff capacity, the incumbent may function as a highly specialized psychological consultant to other psychologists and other members of treatment staff. Psychology specialists are recognized as experts in a particular aspect of psychology such as:

Assessment: Usually broad and high level skills in the assessment of human behavior such as psychodynamic, personality, forensic, or neuropsychological testing, advanced knowledge of test construction and validation; ability to provide consultation and development of rating scales and questionnaires for special clinical studies.

Cognitive Behaviorism: Extensive knowledge and special skill in the application of cognitive behaviorism principles and other forms of behavior modifications to the development of adaptive habits, the shaping of self-reliant behavior for habilitation of the developmentally disabled, or the rehabilitation of behavior.

Forensic Psychology: Advanced skill in the application of forensic concepts of evaluation, including legislated assessments, mandated Penal Code evaluations, and forensic report writing.

TYPICAL TASKS

In a correctional setting, consults with medical, social work, rehabilitation, education, nursing, custody, and other personnel

regarding program planning and evaluation and the development of direct and indirect services; with medical and other clinical consultation as necessary, carries project responsibilities; interprets the objectives and procedures of the program to other health facility personnel, members of the public, and other agencies and organizations; may perform operational and systems research studies of program effectiveness; develops and maintains working relationships with other facility units and with other agencies and organizations and may work with community groups and agencies to develop supportive resources; prepares progress, financial, and other statistical and narrative reports on the project; participates in training programs for Clinical Psychology Interns, Psychiatric Technicians, Psychiatric Residents, other student staff, and volunteers, and may develop seminars in psychology; maintains familiarity with professional development and research; may write articles for presentation or publication; maintains order and supervises the conduct of persons committed to the California Department of Corrections and Rehabilitation; prevents escapes and injury by these persons to themselves, others, or to property; maintains security of working areas and work materials; inspects premises and searches inmates for contraband, such as weapons or illegal drugs.

MINIMUM QUALIFICATIONS

License: Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code.

Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination and may be appointed, but must secure a valid license within ~~two~~ three years of appointment or the employment shall be terminated; ~~however, an individual shall be employed only to the extent necessary to be eligible for licensure plus one year.~~ For persons employed less than full time, an extension of the a waiver of licensure may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code or Section 5600.2(f) of Welfare and Institutions Code, whichever is applicable years proportional to the extent of part-time employment, as long as the person is employed without interruption in service, but in no case shall the waiver exceed five years.

(Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of ~~one year~~ two years at which time licensure shall have been obtained or the employment shall be

terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.) ~~An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(c) of the Health and Safety Code or Section 5600.2(f) of the Welfare and Institutions Code, whichever is applicable. Individuals granted an additional one year based on extenuating circumstances may be appointed for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated.~~

and

Experience: Either

1. One year of experience in the California state service performing the duties of a Psychologist - Clinical, Correctional Facility, or Staff Psychologist (any specialty); or
2. Two years of postdoctoral, postinternship experience in the practice of psychology involving assessment and treatment and either training, research, consultation, or program planning in mental health services.

KNOWLEDGE AND ABILITIES

Knowledge of: Principles, techniques, and trends in psychology with particular reference to normal and disordered behavior, human development, motivation, personality, learning, individual differences, adaptation, and social interaction; methods for the assessment and modification of human behavior; forensic psychology; characteristics and social aspects of mental and developmental disabilities; research methodology and program evaluation; institutional and social process, group dynamics; functions of psychologists in various mental health services; current trends in the field of mental health; professional training; and community organization and allied professional services.

Ability to: Provide professional consultation; teach and participate in professional training; recognize situations requiring the creative application of technical skills; develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disabilities, to the conduct of research, and to the development and direction of a psychology program; plan, organize, and conduct research, data analysis, and program evaluation; conduct the more difficult assessment and psychological treatment procedures; analyze situations accurately and take effective action; and communicate effectively.

SPECIAL PERSONAL CHARACTERISTICS

Empathetic understanding of patients of a State correctional facility; willingness to work in a State correctional facility; scientific and professional integrity; emotional stability; patience; alertness; tact; and keenness of observation.

SPECIAL PHYSICAL CHARACTERISTICS

Persons appointed to this position must be reasonably expected to have and maintain sufficient strength, agility, and endurance to perform during stressful (physical, mental, and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates.

Assignments may include sole responsibility for the supervision of inmates and/or the protection of personal and real property.

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CALIFORNIA STATE PERSONNEL BOARD
SPECIFICATION

Schematic Code: XL44
Class Code: 9288
Established: 6/15/93
Revised:
Title Changed: --

SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SUPERVISOR)

DEFINITION

Under general direction, in a State correctional facility or outpatient clinic in the Department of Corrections and Rehabilitation, to (1) perform difficult and responsible assignments relating to psychological assessment and treatment and either (a) assist in the direction of the psychology program of a health facility, or (b) plan, organize, develop, and direct a psychology program similar in size and nature at a health facility; or (2) plan, organize, and coordinate a special patient treatment program which utilizes psychological techniques as its main nonmedical emphasis at a health facility, and coordinate the work of treatment staff of various clinical specialties and volunteers in the program. In addition, incumbents, as needed, serve as a departmentwide expert and psychology consultant in a specific psychology discipline; maintain order and supervise the conduct of inmates; protect and maintain the safety of persons and property; and do other related work.

DISTINGUISHING CHARACTERISTICS

As a working supervisor: Typically directs a staff of psychologists; is responsible for the evaluation of his/her staff; personally performs the more difficult evaluation and treatment of patients; provides leadership for program development and evaluation; coordinates program research or training; provides clinical or program consultation; or be responsible for a psychology program similar in size and nature for a particular health facility.

As special program administrators: Incumbents plan, organize, and provide leadership and functional direction for a multidisciplinary staff engaged in a specialized treatment program.

TYPICAL TASKS

In a correctional setting, plans, organizes, and coordinates a special program of direct or indirect services based primarily on psychological techniques; with medical and other clinical consultation as necessary, carries project responsibilities; coordinates work of a

multidisciplinary treatment staff for whom the incumbent has program responsibility at a ward level; trains treatment staff in applying psychological treatment methods to patient programs; may plan, organize, and direct the work of a psychology unit and integrate it with that of other services in a health facility; may supervise other psychologists and provide facility-wide direction for specific areas of a psychology program such as program research, behavior modification, or assessment; may direct ward staffing conferences of patients and have authority over the special patient privileges of this group; consults with medical, social work, rehabilitation, education, nursing, custody, and other personnel regarding program planning and evaluation and the development of direct and indirect services; conducts and participates in staff meetings; interprets the objectives and procedures of the program to other health facility personnel, members of the public, and other agencies and organizations; may perform operational and systems research studies of program effectiveness; participates in selection or exit interviews for personnel; develops and maintains working relationships with other facility units and with other agencies and organizations and may work with community groups and agencies to develop supportive resources; prepares progress, financial, and other statistical and narrative reports on the project; may submit budget requests for associated personnel, equipment, and supplies; participates in training programs for Clinical Psychology Interns, Psychiatric Technicians, Psychiatric Residents, other student staff and volunteers, and may develop seminars in psychology; may select and train technical and nontechnical assistants and volunteers and assign, supervise, and evaluate their work; maintains familiarity with professional development and research; may write articles for presentation or publication; maintains order and supervises the conduct of persons committed to the California Department of Corrections and Rehabilitation; prevents escapes and injury by these persons to themselves, others, or to property; maintains security of working areas and work materials; and inspects premises and searches inmates for contraband, such as weapons or illegal drugs.

MINIMUM QUALIFICATIONS

License: Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code.

Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination; ~~and may be appointed, but must secure a valid license within two years of appointment; however, an individual shall be employed only to the extent necessary to be eligible for licensure plus one year. An extension of the waiver may~~

~~be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(c) of the Health and Safety Code or Section 5600.2(f) of Welfare and Institutions Code, whichever is applicable~~ however, applicants must first secure a license to practice as a psychologist in California before they will be eligible for appointment.

~~(Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of one year at which time licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.) An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(c) of the Health and Safety Code or Section 5600.2(f) of Welfare and Institutions Code, whichever is applicable. Individuals granted an additional one year based on extenuating circumstances may be appointed for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated.~~

and

Experience: Either

1. One year of experience in the California state service performing the duties of a Psychologist - Clinical, Correctional Facility, or Staff Psychologist (any specialty); or
2. Two years of postdoctoral, postinternship experience in the practice of psychology involving assessment and treatment and either training, research, consultation, or program planning in mental health services.

KNOWLEDGE AND ABILITIES

Knowledge of: Principles, techniques, and problems in developing and coordinating a specialized psychological treatment program; principles, techniques, and trends in psychology with particular reference to normal and disordered behavior, human development, motivation, personality, learning, individual differences, adaptation, and social interaction; methods for the assessment and modification of human behavior; forensic psychology; characteristics and social aspects of mental and developmental disabilities; research methodology and program evaluation; institutional and social process, group dynamics; functions of psychologists in various mental health services; current trends in the field of mental health; professional training; principles of personnel management and supervision; community organization and allied professional services; ~~Department's Affirmative Action Program objectives; a supervisor's role in the Affirmative Action Program and the processes available to meet affirmative action objectives~~ and a manager's/supervisor's

responsibility for promoting equal opportunity in hiring and employee development and promotion, and for maintaining a work environment that is free of discrimination and harassment.

Ability to: Plan, organize, and direct, or coordinate a specialized psychological treatment program involving members of other treatment disciplines; provide professional consultation and program leadership; supervise consultation and program leadership; supervise professional staff; teach and participate in professional training; recognize situations requiring the creative application of technical skills; develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disabilities, to the conduct of research, and to the development and direction of a psychology program; plan, organize, and conduct research, data analysis, and program evaluation; conduct the more difficult assessment and psychological treatment procedures; analyze situations accurately and take effective action; communicate effectively; understand and effectively carry out State and departmental equal employment opportunity and affirmative action policies; ~~effectively contribute to the Department's affirmative action objectives~~ and effectively promote equal opportunity in employment and maintain a work environment that is free of discrimination and harassment.

SPECIAL PERSONAL CHARACTERISTICS

Empathetic understanding of patients of a State correctional facility; willingness to work in a State correctional facility; scientific and professional integrity; emotional stability; patience; alertness; tact; keenness of observation; and demonstrated leadership ability.

SPECIAL PHYSICAL CHARACTERISTICS

Persons appointed to this position must be reasonably expected to have and maintain sufficient strength, agility, and endurance to perform during stressful (physical, mental, and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates.

Assignments may include sole responsibility for the supervision of inmates and/or the protection of personal and real property.

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CALIFORNIA STATE PERSONNEL BOARD
SPECIFICATION

Schematic Code: XL42
Class Code: 9831
Established: 4/7/92
Revised: --
Title Changed: --

SENIOR PSYCHOLOGIST (HEALTH FACILITY) (SUPERVISOR)

DEFINITION

Under general direction to (1) perform difficult and responsible assignments relating to psychological assessment and treatment and either (a) assist in the direction of the psychology program of a health facility, or (b) plan, organize, develop, and direct a psychology program similar in size and nature at a health facility; or (2) plan, organize, and coordinate a special patient treatment program which utilizes psychological techniques as its main nonmedical emphasis at a health facility, and coordinate the work of treatment staff of various clinical specialties and volunteers in the program. In addition, incumbents, as needed, serve as a departmentwide expert and psychology consultant in a specific psychology discipline; and do other related work.

DISTINGUISHING CHARACTERISTICS

As a working supervisor: Typically directs a staff of psychologists; is responsible for the evaluation of his/her staff; personally performs the more difficult evaluation and treatment of patients; provides leadership for program development and evaluation; coordinates program research or training; provides clinical or program consultation; or be responsible for a psychology program similar in size and nature for a particular health facility.

As special program administrators: Incumbents plan, organize, and provide leadership and functional direction for a multidisciplinary staff engaged in a specialized treatment program.

TYPICAL TASKS

Plans, organizes, and coordinates a special program of direct or indirect services based primarily on psychological techniques; with medical and other clinical consultation as necessary, carries project responsibilities; coordinates work of a multidisciplinary treatment staff for whom the incumbent has program responsibility at a ward level; trains treatment staff in applying psychological treatment methods to patient programs; may plan, organize, and direct the work

of a psychology unit and integrate it with that of other services in a health facility; may supervise other psychologists and provide facilitywide direction for specific areas of a psychology program such as program research, behavior modification, or assessment; may direct ward staffing conferences of patients and have authority over the special patient privileges of this group; consults with medical, social work, rehabilitation, education, nursing custody, and other personnel regarding program planning and evaluation and the development of direct and indirect services; conducts and participates in staff meetings; interprets the objectives and procedures of the program to other health facility personnel, members of the public, and other agencies and organizations; may perform operational and systems research studies of program effectiveness; participates in selection or exit interviews for personnel; develops and maintains working relationships with other facility units and with other agencies and organizations; may work with community groups and agencies to develop supportive resources; prepares progress, financial, and other statistical and narrative reports on the project; may submit budget requests for associated personnel, equipment, and supplies; participates in training programs for Clinical Psychology Interns, Psychiatric Technicians, Psychiatric Residents, other student staff and volunteers, and may develop seminars in psychology; may select and train technical and nontechnical assistants and volunteers and assign, supervise, and evaluate their work; maintains familiarity with professional development and research; and may write articles for presentation or publication.

MINIMUM QUALIFICATIONS

License: Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code.

Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination; ~~and may be appointed, but must secure a valid license within two years of appointment; however, an individual shall be employed only to the extent necessary to be eligible for licensure plus one year an extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code or Section 5600.2(f) of Welfare and Institutions Code, whichever is applicable~~ however, applicants must first secure a license to practice as a psychologist in California before they will be eligible for appointment.

~~(Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of one year at which time licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.) An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code or Section 5600.2(f) of the Welfare and Institutions Code, whichever is applicable. Individuals granted an additional one year based on extenuating circumstances may be appointed for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated.~~

and

Experience: Either

1. One year of experience in the California state service performing the duties of a Psychologist (Health Facility) (any specialty), or Staff Psychologist (any specialty); or
2. Two years of postdoctoral, postinternship experience in the practice of psychology involving assessment and treatment and either training, research, consultation, or program planning in mental health services.

KNOWLEDGE AND ABILITIES

Knowledge of: Principles, techniques, and problems in developing and coordinating a specialized psychological treatment program; principles, techniques, and trends in psychology with particular reference to normal and disordered behavior, human development, motivation, personality, learning, individual differences, adaptation and social interaction; methods for the assessment and modification of human behavior; characteristics and social aspects of mental and developmental disabilities; research methodology and program evaluation; institutional and social process, group dynamics; functions of psychologists in various mental health services; current trends in the field of mental health; professional training; principles of personnel management and supervision; community organization and allied professional services; State and departmental equal employment opportunity and affirmative action policies; ~~department's Affirmative Action Program objectives; a manager's role in the Affirmative Action Program and the processes available to meet affirmative action objectives and a manager's/supervisor's~~ responsibility for promoting equal opportunity in hiring and employee development and promotion, and for maintaining a work environment that is free of discrimination and harassment.

Ability to: Plan, organize, ~~and~~ direct, or coordinate a specialized psychological treatment program involving members of other treatment disciplines; provide professional consultation and program leadership; supervise consultation and program leadership; supervise professional staff; teach and participate in professional training; recognize situations requiring the creative application of technical skills; develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disabilities, to the conduct of research, and to the development and direction of a psychology program; plan, organize, and conduct research, data analysis, and program evaluation; conduct the more difficult assessment and psychological treatment procedures; analyze situations accurately and take effective action; ~~Speak and write~~ communicate effectively; understand and effectively carry out State and departmental equal employment opportunity ~~and~~ affirmative action policies; effectively contribute to the department's affirmative action objectives and effectively promote equal opportunity in employment and maintain a work environment that is free of discrimination and harassment.

SPECIAL PERSONAL CHARACTERISTICS

Scientific and professional integrity; emotional stability; patience; alertness; tact; and demonstrated leadership ability.

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CALIFORNIA STATE PERSONNEL BOARD
SPECIFICATION

Schematic Code: XL14
Class Code: 9839
Established: 4/11/79
Revised: 4/7/92
Title Changed: 4/7/92

SENIOR PSYCHOLOGIST (HEALTH FACILITY) (SPECIALIST)

DEFINITION

Under general direction to perform difficult and responsible assignments relating to psychological assessment and treatment and serve as a departmentwide expert and psychology consultant in a specific psychology discipline; and do other related work.

DISTINGUISHING CHARACTERISTICS

In a staff capacity, the incumbent may function as a highly specialized psychological consultant to other psychologists and other members of treatment staff. Psychology specialists are recognized as experts in a particular aspect of psychology such as:

Assessment: Usually broad and high-level skills in the assessment of human behavior which includes advanced knowledge of test construction and validation; ability to advise on and develop rating scales and questionnaires for special clinical studies.

Community Psychology: Advanced skill in the application of public health and psychosociological concepts in resource development, community organization, and planning for the delivery of mental health services, therapeutic intervention, and social change at the community level.

Operant Conditioning: Extensive knowledge and special skill in the application of learning theory principles to the development of adaptive habits, the shaping of self-reliant behavior, and design of token economies for habilitation of developmentally disabled or the rehabilitation of chronic behavior disorders.

TYPICAL TASKS

Consults with medical, social work, rehabilitation, education, nursing custody, and other personnel regarding program planning and evaluation and the development of direct and indirect services; with medical and other clinical consultation as necessary, carries project responsibilities; interprets the objectives and procedures of the

program to other health facility personnel, members of the public, and other agencies and organizations; may perform operational and systems research studies of program effectiveness; develops and maintains working relationships with other facility units and with other agencies and organizations and may work with community groups and agencies to develop supportive resources; prepares progress, financial, and other statistical and narrative reports on the project; participates in training programs for Clinical Psychology Interns, Psychiatric Technicians, Psychiatric Residents, other student staff and volunteers, and may develop seminars in psychology; maintains familiarity with professional development and research; and may write articles for presentation or publication.

MINIMUM QUALIFICATIONS

License: Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code.

Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination and may be appointed, but must secure a valid license within ~~two~~ three years of an appointment; ~~however, an individual shall be employed only to the extent necessary to be eligible for licensure plus one year or the employment shall be terminated.~~ For persons employed less than full time, an extension of the a waiver of licensure may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(c) of the Health and Safety Code or Section 5600.2(f) of Welfare and Institutions Code, whichever is applicable years proportional to the extent of part-time employment, as long as the person is employed without interruption in service, but in no case shall the waiver exceed five years.

(Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of ~~one year~~ two years at which time licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.) ~~An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(c) of the Health and Safety Code or Section 5600.2(f) of the Welfare and Institutions Code, whichever is applicable. Individuals granted an additional one year based on extenuating circumstances may be appointed for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated.~~

and

Experience: Either

1. One year of experience in the California state service performing the duties of a Psychologist (Health Facility) (any specialty), or Staff Psychologist (any specialty); or
2. Two years of postdoctoral, postinternship experience in the practice of psychology involving assessment and treatment and either training, research, consultation, or program planning in mental health services.

KNOWLEDGE AND ABILITIES

Knowledge of: Principles, techniques, and trends in psychology with particular reference to normal and disordered behavior, human development, motivation, personality, learning, individual differences, adaptation, and social interaction; methods for the assessment and modification of human behavior; characteristics and social aspects of mental and developmental disabilities; research methodology and program evaluation; institutional and social process; group dynamics; functions of psychologists in various mental health services; current trends in the field of mental health; professional training; and community organization and allied professional services.

Ability to: Provide professional consultation; teach and participate in professional training; recognize situations requiring the creative application of technical skills; develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disabilities, to the conduct of research, and to the development and direction of a psychology program; plan, organize, and conduct research, data analysis and program evaluation; conduct the more difficult assessment and psychological treatment procedures; analyze situations accurately and take effective action; ~~speak and write~~ and communicate effectively.

SPECIAL PERSONAL CHARACTERISTICS

Scientific and professional integrity, emotional stability, patience, alertness, and tact.

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CALIFORNIA STATE PERSONNEL BOARD
SPECIFICATION

PSYCHOLOGIST (HEALTH FACILITY)
(VARIOUS SPECIALTIES)
Consolidated Series Specification
(Established April 11, 1979)

SCOPE

This consolidated series specification describes classes which are concerned with providing psychological services in a health facility. Specific classes have been established for the following specialties:

<u>Schem Code</u>	<u>Class Code</u>	<u>Class</u>
XL56	9860	Psychologist (Health Facility - Clinical)
XL59	9878	Psychologist (Health Facility - Clinical), Departments of Mental Health and Developmental Services
XL66	9838	Psychologist (Health Facility - Counseling)
XL76	9841	Psychologist (Health Facility - Educational)
XL98	9833	Psychologist (Health Facility - Experimental)
XL86	9858	Psychologist (Health Facility - Social)

JOB DESCRIPTION

Persons in these specialty classes apply psychological knowledge and techniques to the problems of mental and developmental disabilities in children, adolescents, and adults; conduct various forms of group and individual therapy, including behavior modification and psychotherapy; select, administer, score, and interpret psychological tests; assess patients and make recommendations on admission, transfer, discharge, and therapeutic activities; consult with medical personnel regarding patient status; evaluate and report on current and new programs; participate in treatment team, staff, and professional meetings; serve as consultants within the facility or to other agencies and groups; may work with community groups to develop supportive resources and conduct mental health education; may participate in training programs for other staff and volunteers; may participate in interviews for the selection of personnel; initiate, design, collaborate, and report on psychological research or program evaluation; may write articles for publication; and may compile and analyze statistics.

This consolidated class series is distinguished from the nonlicense Psychologist (Various Specialties) consolidated class series by the fact that it is only used in a health facility, or in other settings where possession of a valid license as a Psychologist is legally required.

While all Psychologists in health facilities will be involved in a wide range of psychological services, staff assignments will differ among the five specialties in both kind and emphasis:

Psychologist (Health Facility) (Various Specialties)
Consolidated Series Specification

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CLINICAL

The psychological aspects of mental disability, its alleviation, change, and study.

COUNSELING

Rehabilitation and the occupational and environmental aspects of adaptation and adjustment.

EDUCATIONAL

Learning and achievement and the psychological aspects of training, remedial, and special education.

EXPERIMENTAL

The application of research techniques for the scientific study and control of maladaptive and disturbed behavior, and to further basic knowledge of human behavior.

SOCIAL

The impact of community and social forces on behavior and adjustment, social interaction and group process.

MINIMUM QUALIFICATIONS

ALL CLASSES:

License: Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code.

and

Possession of the education and experience for the appropriate specialty (Clinical, Counseling, Educational, Experimental, or Social) as outlined in Section 1396 of the Board of Psychology's Regulations.

Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination and may be appointed, but must secure a valid license within ~~two~~ three years of an appointment; ~~however, an individual shall be employed only to the extent necessary to be eligible for licensure plus one year or the employment shall be terminated.~~ For persons employed less than full time, an extension of the a waiver of licensure may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code or Section 5600.2(f) of Welfare and Institutions Code, whichever is applicable years proportional to the

Psychologist (Health Facility) (Various Specialties)
Consolidated Series Specification

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extent of part-time employment, as long as the person is employed without interruption in service, but in no case shall the waiver exceed five years.

(Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of ~~one year~~ two years at which time licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.) ~~An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code or Section 5600.2(f) of Welfare and Institutions Code, whichever is applicable. Individuals granted an additional one year based on extenuating circumstances may be appointed for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated.]~~

CLINICAL

Education: Completion of all requirements for a Doctoral Degree in Psychology from a recognized college or university with specialization in clinical or child clinical psychology. [Graduates of foreign universities except Canadian, and graduates of unaccredited universities must meet the educational requirements for State licensure as a Psychologist as evidenced by a written statement from the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code. This statement will also be required to determine the sufficiency of an academic specialty believed equivalent to those mentioned here. (Applicants who are within six months of receiving their degree will be admitted to the examination, but will not be eligible for appointment until receipt of the degree and completion of the internship.)]

COUNSELING

Education: Completion of all requirements for a Doctoral Degree in Psychology from a recognized college or university with specialization in counseling, industrial, or rehabilitation psychology. [Graduates of foreign universities except Canadian, and graduates of unaccredited universities must meet the educational requirements for State licensure as a Psychologist as evidenced by a written statement from the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code. This statement will also be required to determine the sufficiency of an academic specialty believed equivalent to those mentioned here. (Applicants who are within six months of receiving their degree will be admitted to the examination, but will not be eligible for appointment until receipt of the degree and completion of the internship.)]

Psychologist (Health Facility) (Various Specialties)
Consolidated Series Specification

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EDUCATIONAL

Education: Completion of all requirements for a Doctoral Degree in Psychology from a recognized college or university with specialization in educational, developmental, or school psychology; or special education or mental retardation with specialization in psychology. [Graduates of foreign universities except Canadian, and graduates of unaccredited universities must meet the educational requirements for State licensure as a Psychologist as evidenced by a written statement from the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code. This statement will also be required to determine the sufficiency of an academic specialty believed equivalent to those mentioned here. (Applicants who are within six months of receiving their degree will be admitted to the examination, but will not be eligible for appointment until receipt of the degree and completion of the internship.)]

EXPERIMENTAL

Education: Completion of all requirements for a Doctoral Degree in Psychology from a recognized college or university with specialization in experimental (such as psychophysics, statistics, learning, or motivation) or physiological (such as neuropsychology, psychopharmacology, psychobiology, or behavior genetics) psychology or applied behavior analysis or modification. [Graduates of foreign universities except Canadian, and graduates of unaccredited universities must meet the educational requirements for the State licensure as a Psychologist as evidenced by a written statement from the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code. This statement will also be required to determine the sufficiency of an academic specialty believed equivalent to those mentioned here. (Applicants who are within six months of receiving their degree will be admitted to the examination, but will not be eligible for appointment until receipt of the degree and completion of the internship.)]

SOCIAL

Education: Completion of all requirements for a Doctoral Degree in Psychology from a recognized college or university with specialization in social or community psychology; or sociology with a minor in psychology or mental health. [Graduates of foreign universities except Canadian, and graduates of unaccredited universities must meet the educational requirements for State licensure as a Psychologist as evidenced by a written statement from the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code. This statement will also be required to determine the sufficiency of

Psychologist (Health Facility) (Various Specialties)
Consolidated Series Specification

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an academic specialty believed equivalent to those mentioned here. (Applicants who are within six months of receiving their degree will be admitted to the examination, but will not be eligible for appointment until receipt of the degree and completion of the internship.)]

KNOWLEDGE AND ABILITIES

ALL CLASSES:

Knowledge of: (With particular reference to their specialty) psychological theories and research; principles, techniques, and problems in developing and coordinating a specialized psychological treatment program; principles, techniques, and trends in psychology with particular reference to normal and disordered behavior, human development, motivation, personality learning, individual differences, adaptation, and social interaction; methods for the assessment and modification of human behavior; characteristics and social aspects of mental disorders and retardation; research methodology and program evaluation; institutional and social process, group dynamics; functions of psychologists in various mental health services; current trends in the field of mental health; professional training; and community organization and allied professional services.

Ability to: Plan, organize, and work in a specialized psychological treatment program involving members of other treatment disciplines; provide professional consultation and program leadership; teach and participate in professional training; recognize situations requiring the creative application of technical skills; develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disorders, to the conduct of research, and to the development and direction of a psychological program; plan, organize, and conduct research, data analysis, and program evaluation; conduct assessment and psychological treatment procedures; secure the cooperation of professional and lay groups; analyze situations accurately and take effective action; and communicate effectively.

SPECIAL REQUIREMENTS

ALL CLASSES:

Possession of scientific and professional integrity, emotional stability, patience, alertness, and tact.

DRUG TESTING REQUIREMENT

ALL CLASSES EXCEPT PSYCHOLOGIST (HEALTH FACILITY - CLINICAL):

Applicants for positions in these classes are required to pass a drug screening test. Testing of current employees who are applicants in an examination or who are transferring is permitted only if the person does not have a current appointment to a class for which drug testing is a requirement.

Psychologist (Health Facility) (Various Specialties)
Consolidated Series Specification

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CLASS HISTORY

<u>Class</u>	<u>Date Established</u>	<u>Date Revised</u>	<u>Title Changed</u>
Psychologist (Health Facility Clinical)	5/31/72	3/7/95	4/11/79
Psychologist (Health Facility Clinical) Departments of Mental Health and Developmental Services	3/7/95	--	--
Psychologist (Health Facility Counseling)	5/31/72	3/7/95	4/11/79
Psychologist (Health Facility Educational)	5/31/72	3/7/95	4/11/79
Psychologist (Health Facility Experimental)	5/31/72	3/7/95	4/11/79
Psychologist (Health Facility Social)	5/31/72	3/7/95	--

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CALIFORNIA STATE PERSONNEL BOARD

SPECIFICATION

PSYCHOLOGIST (HEALTH FACILITY - SAFETY)
(VARIOUS SPECIALTIES)
Series Specification
(Established August 1, 2000)

SCOPE

This consolidated series specification describes classes used by the Department of Developmental Services, Department of Mental Health, or at correctional facilities or psychiatric outpatient clinics contracting with the Department of Mental Health for diagnostic and treatment services, which are concerned with providing psychological services in a health facility for forensic clients, patients, or inmates who are developmentally or mentally disordered offenders. Specific classes have been established for the following specialties:

<u>Schem</u> <u>Code</u>	<u>Class</u> <u>Code</u>	<u>Class</u>
XL60	9873	Psychologist (Health Facility-Clinical - Safety)
XL67	9843	Psychologist (Health Facility-Counseling - Safety)
XL77	9844	Psychologist (Health Facility-Educational - Safety)
XL99	9834	Psychologist (Health Facility-Experimental - Safety)
XL87	9864	Psychologist (Health Facility-Social - Safety)

DEFINITION OF SERIES

Persons in this series of specialty classes apply psychological knowledge and techniques to the problems of developmentally or mentally disordered offenders.

DISTINGUISHING CHARACTERISTICS

This consolidated series of classes is distinguished from the classes in the Psychologist (Health Facility) consolidated class series by the custody requirements imposed by the criminal nature of the forensic client, patient, or inmate population and by the security features of correctional facilities, developmental centers, or State hospitals. In addition, this consolidated class series is distinguished from the nonlicensed Psychologist (Various Specialties) consolidated class series by the fact that it is only used in a health facility or in other settings where possession of a valid license as a Psychologist is legally required.

TYPICAL TASKS

Psychologist (Health Facility - Safety) (Various Specialties)
Series

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Conduct various forms of group and individual therapy, including behavior modification and psychotherapy; select, administer, score, and interpret psychological tests; assess forensic clients, patients, or inmates and make recommendations on admission, transfer, discharge, and therapeutic activities; consult with medical personnel regarding forensic client, patient, or inmate status; evaluate and report on current and new programs; participate in treatment team, staff, and professional meetings; serve as consultants within the facility or to other agencies and groups; may work with community groups to develop supportive resources and conduct mental health education; may participate in training programs for other staff and volunteers; may participate in interviews for the selection of personnel; initiate, design, collaborate, and report on psychological research or program evaluation; may write articles for publication; may compile and analyze statistics; and observe and intervene in instances of disruptive or assaultive behavior.

Assist staff in the counting, distribution, and accounting for all utensils to prevent their use as weapons; inspecting facility to identify security breaches that could lead to forensic client, patient, or inmate escape; and observing and intervening in forensic client, patient, or inmate behavior that may signal an impending escape attempt.

While all Psychologists in health facilities will be involved in a wide range of psychological services, staff assignments will differ among the five specialties in both kind and emphasis:

CLINICAL

The psychological aspects of mental disability, its alleviation, change, and study.

COUNSELING

Rehabilitation and the occupational and environmental aspects of adaptation and adjustment.

EDUCATIONAL

Learning and achievement and the psychological aspects of training, remedial, and special education.

Psychologist (Health Facility - Safety) (Various Specialties)
Series

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EXPERIMENTAL

The application of research techniques for the scientific study and control of maladaptive and disturbed behavior, and to further basic knowledge of human behavior.

SOCIAL

The impact of community and social forces on behavior and adjustment, social interaction, and group process.

MINIMUM QUALIFICATIONS

ALL CLASSES:

License: Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code.

and

Possession of the education and experience for the appropriate specialty (Clinical, Counseling, Educational, Experimental, or Social) as outlined in Section 1396 of the Board of Psychology's Regulations.

Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination and may be appointed, but must secure a valid license within ~~two~~ three years of an appointment; ~~however, an individual shall be employed only to the extent necessary to be eligible for licensure plus one year or the employment shall be terminated.~~ For persons employed less than full time, an extension of ~~the~~ a waiver of licensure may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code or Section 5600.2(f) of the Welfare and Institutions Code, whichever is applicable years proportional to the extent of part-time employment, as long as the person is employed without interruption in service, but in no case shall the waiver exceed five years.

(Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of ~~one year~~ two years at which time licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.) ~~An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code or Section 5600.2(f) of the Welfare and~~

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~~Institutions Code, whichever is applicable. Individuals granted an additional one year based on extenuating circumstances may be appointed for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated.]~~

CLINICAL

Education: Completion of all requirements for a Doctoral Degree in Psychology from a recognized college or university with specialization in clinical or child clinical psychology. [Graduates of foreign universities, except Canadian, and graduates of unaccredited universities must meet the educational requirements for State licensure as a Psychologist as evidenced by a written statement from the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code. This statement will also be required to determine the sufficiency of an academic specialty believed equivalent to those mentioned here. (Applicants who are within six months of receiving their degree will be admitted to the examination but will not be eligible for appointment until receipt of the degree and completion of the internship.)]

COUNSELING

Education: Completion of all requirements for a Doctoral Degree in Psychology from a recognized college or university with specialization in counseling or industrial or rehabilitation psychology. [Graduates of foreign universities, except Canadian, and graduates of unaccredited universities must meet the educational requirements for State licensure as a Psychologist as evidenced by a written statement from the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code. This statement will also be required to determine the sufficiency of an academic specialty believed equivalent to those mentioned here. (Applicants who are within six months of receiving their degree will be admitted to the examination but will not be eligible for appointment until receipt of the degree and completion of the internship.)]

EDUCATIONAL

Education: Completion of all requirements for a Doctoral Degree in Psychology from a recognized college or university with specialization in educational, developmental, or school psychology; or special education or mental retardation with specialization in psychology. [Graduates of foreign universities, except Canadian, and graduates of

unaccredited universities must meet the educational requirements for State licensure as a Psychologist as evidenced by a written statement from the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code. This statement will also be required to determine the sufficiency of an academic specialty believed equivalent to those mentioned here. (Applicants who are within six months of receiving their degree will be admitted to the examination but will not be eligible for appointment until receipt of the degree and completion of the internship.)]

EXPERIMENTAL

Education: Completion of all requirements for a Doctoral Degree in Psychology from a recognized college or university with specialization in experimental (such as psychophysics, statistics, learning, or motivation) or physiological (such as neuropsychology, psychopharmacology, psychobiology, or behavior genetics) psychology or applied behavior analysis or modifications. [Graduates of foreign universities, except Canadian, and graduates of unaccredited universities must meet the educational requirements for State licensure as a Psychologist as evidenced by a written statement from the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code. This statement will also be required to determine the sufficiency of an academic specialty believed equivalent to those mentioned here. (Applicants who are within six months of receiving their degree will be admitted to the examination but will not be eligible for appointment until receipt of the degree and completion of the internship.)]

SOCIAL

Education: Completion of all requirements for a Doctoral Degree in Psychology from a recognized college or university with specialization in social or community psychology; or sociology with a minor in psychology or mental health. [Graduates of foreign universities, except Canadian, and graduates of unaccredited universities must meet the educational requirements for State licensure as a Psychologist as evidenced by a written statement from the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code. This statement will also be required to determine the sufficiency of an academic specialty believed equivalent to those mentioned here. (Applicants who are within six months of receiving their degree will be admitted to the examination but will not be eligible for

appointment until receipt of the degree and completion of the internship.)]

KNOWLEDGE AND ABILITIES

ALL CLASSES:

Knowledge of: (With particular reference to their specialty.)
Psychological theories and research; principles, techniques, and problems in developing and coordinating a specialized psychological treatment program; principles, techniques, and trends in psychology with particular reference to normal and disordered behavior, human development, motivation, personality learning, individual differences, adaptation, and social interaction; methods for the assessment and modification of human behavior; characteristics and social aspects of mental disorders and retardation; research methodology and program evaluation; institutional and social process; group dynamics; functions of psychologists in various mental health services; current trends in the field of mental health; professional training; and community organization and allied professional services.

Ability to: Plan, organize, and work in a specialized psychological treatment program involving members of other treatment disciplines; provide professional consultation and program leadership; teach and participate in professional training; recognize situations requiring the creative application of technical skills; develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disorders, to the conduct of research, and to the development and direction of a psychological program; plan, organize, and conduct research, data analysis, and program evaluation; conduct assessment and psychological treatment procedures; secure the cooperation of professional and lay groups; analyze situations accurately and take effective action; and communicate effectively.

SPECIAL PERSONAL CHARACTERISTICS

ALL CLASSES:

An interest and a willingness to work at developmental centers, State hospitals, or correctional facilities contracting with the Department of Mental Health for diagnostic and treatment services; sympathetic and objective understanding of the problems of developmentally or mentally disordered offenders; possession of scientific and professional integrity; alertness; tact; patience; and emotional stability.

SPECIAL PHYSICAL CHARACTERISTICS

ALL CLASSES:

Psychologist (Health Facility - Safety) (Various Specialties) -7-
Series

Possession and maintenance of sufficient strength, agility, and endurance to perform during physically, mentally, and emotionally stressful and emergency situations encountered on the job without endangering their own health and well-being or that of their fellow employees, forensic clients, patients, inmates, or the public.

DRUG TESTING REQUIREMENT

ALL CLASSES:

Applicants for positions in these classes are required to pass a drug-screening test. (The drug-screening test will be waived for employees who are currently in a designated "sensitive" class for which drug testing is required under State Personnel Board Rule 213.)

CLASS HISTORY

<u>Class</u>	<u>Date Established</u>	<u>Date Revised</u>	<u>Title Changed</u>
Psychologist (Health Facility- Clinical - Safety)	8/1/00	--	--
Psychologist (Health Facility- Counseling - Safety)	8/1/00	--	--
Psychologist (Health Facility- Educational - Safety)	8/1/00	--	--
Psychologist (Health Facility- Experimental - Safety)	8/1/00	--	--
Psychologist (Health Facility- Social - Safety)	8/1/00	--	--

ccd/sks

(Cal. 06/19/07)

MEMO TO : STATE PERSONNEL BOARD

FROM : TERRY SILVA, Acting Chief, Merit Employment and
Technical Resources Division

SUBJECT : Staff Calendar Items for Board Information

NONE PRESENTED